

## Substance Use and Employment in Missouri



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- ✦ According to the US Department of Labor, substance use is an important issue for employers. Of those who report current drug use, 73% are employed at least part time. This results in decreased productivity and increased accidents, absenteeism, turnover, and medical costs.<sup>1</sup>
- ✦ Drug-free workplace programs can help employers create cost-effective, safe, and healthy workplaces.<sup>2</sup>
- ✦ More than 3 out of 4 (79%) of adults 18-65 in Missouri report that their workplace has a written policy about employee use of alcohol or drugs.<sup>3</sup>
- ✦ Of these, almost all (97%) report that the policy covered both alcohol and drugs. A small number (2.6%) reported that their workplace policy did not cover alcohol.<sup>3</sup>
- ✦ A majority (56%) report having some type of counseling program available through their work for those who have alcohol or drug-related problems. However, most (57%) say the never received any educational material from their employer regarding the use of alcohol or drugs.<sup>3</sup>
- ✦ Approximately a third (36%) report that their employers tests for alcohol use while about half (52%) test for drug use. When an employee tests positive for illegal drug use
  - 52% of the time, the employee is fired
  - 29% of the time, the employee is referred for treatment or counseling
  - 14% say there is no specific policy or cases are handled on an individual basis
  - Rarely (0.3%), nothing happens<sup>3</sup>
- ✦ For more information on building successful drug-free workplace policies, see <http://workplace.samhsa.gov/pdf/workplace-kit.pdf>

<sup>1</sup> <http://www.dol.gov/elaws/asp/drugfree/benefits.htm>

<sup>2</sup> <http://workplace.samhsa.gov/pdf/workplace-kit.pdf>

<sup>3</sup> National Survey on Drug Use and Health: 2-Year R-DAS (2002 to 2003, 2004 to 2005, 2006 to 2007, 2008 to 2009, and 2010 to 2011). Analysis ran on 2014-03-13 (12:24 PM EDT) using SDA 3.5: Tables.